Code of Conduct

AEMS | Company Secretariat | Code

Purpose

All Amplitude Energy shareholders, employees, customers, suppliers, creditors and the broader community ("**Stakeholders**") are entitled to expect Amplitude Energy to manage its business and make its decisions with care, integrity and fairness. Amplitude Energy is, and expects its Stakeholders to be, committed to doing so.

Acting in a manner consistent with this Code, and with the Amplitude Energy Values and its other corporate governance policies and procedures, will assist Amplitude Energy in effectively managing its operating risks and meeting its legal and compliance obligations, as well as enhancing Amplitude Energy's corporate reputation and its total shareholder return.

Scope

This Code applies to Amplitude Energy Limited and all of its subsidiaries (**Amplitude Energy**) and sets out the standards of behaviour expected of all Amplitude Energy employees, directors, officers, contractors, and consultants (**Personnel**).

Responsibilities

Amplitude Energy has a range of codes and procedures that underpin this Code. These codes and procedures are designed to foster and maintain ethical business conduct and govern such things as workplace and human resources practices, handling of confidential information, insider trading, risk management and legal compliance.

These codes and procedures are available on the Company's intranet and from the Company Secretary. Where necessary or appropriate they are also published on the Amplitude Energy website and incorporated into contracting agreements. All Personnel are expected to be familiar, and comply, with these codes and procedures.

Requirements

All Personnel are expected to act in accordance with the **Amplitude Energy Values** and internal **Management Standard Two - People Management (CMS-HR-STD-0001)** to ensure they:

1. Operate with care, prioritising the safety and health of all Personnel and the environment and the communities in which Amplitude Energy operates.
2. Act honestly and with high standards of personal integrity including treating other Personnel with respect.
3. Comply with the laws and regulations that apply to Amplitude Energy and its operations.
4. Not knowingly participate in any illegal or unethical activity.
5. Not misuse or take advantage of the property or information of, or their position in, Amplitude Energy for personal gain or to cause detriment to Amplitude Energy.
6. Act in the best interests of Amplitude Energy and not enter into any arrangement or participate in any activity that would conflict with Amplitude Energy's best interests or that would be likely to negatively affect Amplitude Energy's reputation; and
7. Strive to be a good corporate citizen and achieve community respect including by dealing with customers and suppliers fairly.

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1.0 Acting with Care

Amplitude Energy prioritises safety, health, the environment, and community. It seeks to be aware of and respond appropriately to its responsibilities with respect to these matters. In practice, this means having a commitment to transparency, fair dealing, responsible treatment of employees and partners and constructive associations with the communities with which Amplitude Energy interacts.

Amplitude Energy has in place a range of policies dealing with Health Safety, Environment, and the Community. All Personnel must comply with these policies and ensure that appropriate care is integrated into the culture of Amplitude Energy at all levels.

2.0 Behaviour of Personnel

All Personnel must discharge their duties with honesty and integrity in alignment with this Code, the **Amplitude Energy Values** and other applicable policies and procedures. Personnel are expected to foster a safe, respectful and inclusive work environment, free from bullying, harassment, discrimination and other behaviours that may cause harm or contribute to psychosocial risks consistent with internal anti-bullying and harassment policies and protocols.

Personnel are encouraged to address inappropriate behaviour either directly or via reporting mechanisms which include Amplitude Energy's leadership or through the reporting channels made available to employees and contractors.

Personnel must take reasonable steps to report conduct that is inconsistent with these expectations. Amplitude Energy will treat all reports seriously and take appropriate action, ensuring confidentiality and protection against retaliation for those who report in good faith.

3.0 Compliance with Laws

All Personnel must observe the rule and spirit of all laws and regulations, and requirements of regulatory and professional bodies, which apply to Amplitude Energy and its operations. Amplitude Energy has systems in place for monitoring and managing compliance, with laws, regulations and other key obligations including financial reporting. Amplitude Energy and Personnel will be accountable for their actions.

4.0 Illegal or Unethical Behaviour

Under no circumstances will any Personnel engage in any conduct which may constitute, or may be perceived to constitute, illegal or unethical activity. Such activity includes, for example, the giving or receiving of bribes, facilitation payments, inducements, commissions, or other improper benefits (whether or not such conduct has the purpose of furthering Amplitude Energy's or the Personnel's interests).

All Personnel must comply with the **Anti-Bribery and Corruption Code (CMS-GV-CDE-0002)**.

Amplitude Energy has a procedure in place for individuals to (anonymously) bring illegal or unethical activity to the attention of the Managing Director (or the Board as appropriate) for investigation. The procedure is set out in the **Whistleblower Policy (CMS-GV-POL-0003)**.

5.0 Use of Assets

Amplitude Energy's assets are critical to its business and future success. Personnel must ensure that Amplitude Energy's assets are used for legitimate Amplitude Energy purposes and in the best interests of Amplitude Energy.

6.0 Confidential Information

All Personnel must ensure that Amplitude Energy's confidential information is kept confidential. Personnel must not disclose to any person, any Amplitude Energy confidential information unless specific authorisation has been given, or disclosure or use is required by law. Personnel must not use Amplitude Energy's confidential information in an improper way.

All Personnel must comply with the **Privacy Policy (CMS-GV-POL-0001)**. All Personnel must comply with the **Securities Dealing Policy (CMS-GV-POL-0002)** and with insider trading laws generally to ensure that non-public price sensitive information about Amplitude Energy is not used inappropriately when dealing with Amplitude Energy's securities. The Managing Director and certain other senior executives are expressly authorised to make public comments representing the official views of Amplitude Energy. Other Personnel must not make public comments.

7.0 Conflicts of Interest

Personnel must act in the best interests of Amplitude Energy. Potential for conflict of interest arises when it is likely that Personnel could be influenced, or it could be perceived that Personnel are influenced, by a personal interest when carrying out their duties for Amplitude Energy. Conflicts of interest that lead to biased decision making may constitute illegal or unethical conduct.

It is each Personnel's responsibility to avoid any conflict that could compromise their ability to perform their duties impartially. All Personnel must report any potential or actual conflicts of interest to their manager or the Managing Director (or to the Chairman in the case of directors).

Personnel must disclose any actual, potential or perceived conflict of interest as soon as it arises. Disclosures must be recorded in the Company's conflicts register and managed in accordance with the directions of the Company Secretary (or delegate).

If uncertain whether a conflict exists, Personnel should discuss that matter with their manager or the Managing Director (or the Chairman in the case of directors).

8.0 Acting Fairly and Responsibly and Being a Good Corporate Citizen

Amplitude Energy aims to produce positive outcomes for all stakeholders in managing its business and to maximise financial, social, and environmental value from its activities.

Sustainable and responsible business practices within Amplitude Energy are viewed as an important long-term driver of performance and shareholder value. Through such practices Amplitude Energy seeks to reduce operational and reputation risk and enhance efficiency while contributing to a more sustainable society.

Amplitude Energy values diversity and difference and seeks to act without prejudice. Personnel are expected to do the same. Personnel must not discriminate, victimise intimidate or harass any other person. Amplitude Energy has an **Equal Opportunity and Diversity Code (CMS-HR-CDE-0002)** and an **Anti-Bullying and Harassment Protocol (CMS-HR-PRO-0010)** which it, and Personnel, are required to comply with.

9.0 Compliance with this Code

This Code is promoted to all Personnel and disclosed on Amplitude Energy's website for reference by all stakeholders.

Strict compliance with this Code is mandatory. Breaches will be taken seriously and may be subject to disciplinary action, up to and including termination of a person's employment or appointment.

Actual or suspected breaches of this Code should be reported to the Managing Director or for Directors, the Chairman. Conduct materially inconsistent with this Code, or the **Amplitude Energy Values**, will be reported to the Board.

10.0 Reviews

This Code will be reviewed from time to time to check that it is operating effectively and whether any amendments to it are required.